



Behaviour Support Practitioner

Position Description

Position title	Behaviour Support Practitioner
Employment status	Casual Employee / Contractor
Location	Adelaide
Hours	Standard business hours or negotiated contractor hours
Reports to	Director

Position Context

I Can Jump Puddles is a leading NDIS registered provider of Support Coordination, Specialist Support Coordination, Behaviour Support, Therapeutic Support and Early Childhood Intervention services, across metropolitan Adelaide and regional SA. Our highly experienced team of allied health professionals helps NDIS participants of all ages organise their support network and maximise their opportunities to jump puddles and enjoy life.

Our Behaviour Support service helps participants, and their families and other informal supports, to understand what their behaviour is trying to communicate and implement strategies to better meet those needs.

Behaviour Support Practitioners work with participants and families to identify their needs, including assessment and individual planning in line with the NDIS approach for Behaviour Support. These specialists develop meaningful goals and practical strategies so that participants can achieve their goals at home and in the community.

Behaviour Support Practitioners are expert allied health professionals, who have experience in working within a multi-disciplinary model with a range of other therapists to provide a holistic and integrated approach. These specialists provide clinical advice and guidance to participants, families and support staff.

Role Requirements

Industry codes and professional organisations

Behaviour Support Practitioners must, at all times, abide and follow the:

- NDIS Code of Conduct
- NDIS Positive Behaviour Support Capability Framework



Workers must be approved as an NDIS Behaviour Support Practitioner by the NDIS Quality and Safeguards Commission.

Registration (or eligibility to register) with a relevant Australian professional association is recommended, such as:

- Association of Social Workers (AASW)
- Australian Health Practitioner Regulation Agency (AHPRA)
- DEIA South Australia

Worker screening

The following items and documentation must be provided:

- Working With Children Check
- Valid Australian driver's licence (P Plate or above)
- Evidence of roadworthy vehicle, insured to a minimum level covering third party fire and theft (comprehensive cover is recommended), capable of transporting multiple passengers in a safe manner.
- Right to work – Australian or New Zealand citizenship or relevant working visa documentation

Qualifications and experience

Behaviour Support Practitioners should hold an applicable allied health degree, such as:

- Social work
- Developmental education
- Physiotherapy
- Occupational Therapy
- Psychology
- Speech Pathology
- Nursing
- Special Education

Workers should also have at least five years of experience within the disability sector, and two years delivering behaviour support.

Responsibilities

Each Behaviour Support Practitioner is responsible for:

- Following the NDIS Positive Behaviour Support Capability Framework
- Developing and implementing individually designed client support plans within specified timeframes.
- Planning, delivering and evaluating behaviour supports relating to a participant's needs in line with relevant legislative and ethical requirements.



- Planning, implementing and reviewing training plans for participants, support staff, families and carers in positive behaviour support and specialist topics as required.
- Independently applying advanced clinical reasoning skills.
- Employing the principles of evidence-based practice to all service delivery.
- Providing support which reflects the National Disability Services Standards, Child Safety, NDIS and other relevant legislative requirements and to report any potential breaches to the I Can Jump Puddles Director and NDIS Commission.
- Actively promoting the vision, mission, values and strategy of the organisation in everyday work and in the community.
- Following, contributing to and working in a culture committed to continuous improvement.
- Following and implementing work health and safety guidelines and instructions.
- Undertaking administrative tasks as necessary for the role, including maintaining appropriate documentation and systems to safeguard the wellbeing of participants.
- Working positively and collaboratively as a member of a multi-disciplinary team.
- Supervising and training assistants, students and less experienced staff when assigned, ensuring all professional, clinical, ethical and WHS standards are maintained.
- Assessing and managing risk in line with organisational policies and procedures.
- Ensuring quality standards of the organisation are maintained, including safe custody and confidentiality of all records whether in hard copy or electronic format.
- Participate in practice and contractor performance reviews.
- Contribute to staff engagement activities and attend relevant staff development activities offered by I Can Jump Puddles.
- Communicating with the Directors regarding the role's responsibilities, professional expertise, program development and best practice.
- Identifying and participating in professional development activities as required.
- Maintaining professional portfolio to evidence practice in line with the NDIS Positive Behaviour Support Capability Framework.

Knowledge, Skills and Experience

The Behaviour Support Practitioner should be able to demonstrate the following skills:

- Substantial experience working with individuals, families and children with a disability.
- Explicit knowledge of the NDIS Positive Behaviour Support Framework and principles including functional behaviour assessment, intervention and service delivery practices, and Restrictive Practice Authorisation processes.
- An understanding and commitment to the policies and procedures of the organisation and the NDIS, together with relevant legislation and rules.
- An ability to use data collection tools, collate information, analyse and prepare reports for relevant stakeholders.
- Work effectively with a range of stakeholders, including individuals, families, LACs, the NDIA, the Office of the Public Guardian, ADHC, other government agencies and specialist support services.
- Experience in delivering and evaluating relevant training for support staff.
- Understanding of the impacts of trauma and trauma-informed practice principals.
- Knowledge of child protection and mandatory reporting legislation and policy reforms.



- A high level of cultural awareness and experience working with families from different backgrounds, particularly Aboriginal and Torres Strait Islander people.
- Willingness to receive cultural supervision in your work with culturally and linguistically diverse (CALD) and Aboriginal and Torres Strait Islander people.
- Willingness to work as part of a team and to cultivate a strengths based approach.
- Well-developed communication, problem solving and interpersonal skills.
- High level time management and case load management skills.
- An ability to use electronic case management and reporting tools and experience using the Microsoft Office suite of programs effectively.
- An ability to work autonomously as well as part of a team.
- Excellent documentation and record keeping skills.

Attributes

Behaviour Support Practitioners should display the following attributes:

- Person and family centred approach
- Eager to learn new concepts and practices
- Able to take initiative
- Empathetic and compassionate toward people
- Well organised
- Ethically minded
- Positive
- Self-motivated and independent thinker
- Adaptable and open to change
- Trustworthy
- Self-reflective
- Creative in approaching challenges
- Common sense

Worker Name	
Worker Signature	
Date	